BILL NO. A-91-09-02

SPECIAL ORDINANCE NO. S- 239-91

AN ORDINANCE fixing the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1992

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana, have according to the powers outlined in IC 36-4-7-3 and IC 36-8-3-3(d) assigned to each employee of the Civil City of Fort Wayne and of City Utilities of Fort Wayne a Labor Grade under the City Classification System established by Ordinance No. S-34-73 as subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, and

WHEREAS, the Clerk of the City of Fort Wayne, the Park Department Board and the Metropolitan Human Relations Commission have recommended labor grade designations for positions within their respective jurisdictions, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided for the 1992 City Budget and from City Utilities operating funds and other sources as may be specified by the Common Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all employees of the Civil City of Fort Wayne and of City Utilities, shall be classified by the departments, titles and labor grades herein designated, and that no changes be made in any labor grade without the specific approval of the Common Council except for those brought about by collective bargaining with authorized representatives of City or Utilities employees in accordance with the existing collective bargaining agreements.

SECTION 2. That the following scale of Minimum and Maximum Salaries is hereby fixed and authorized as a scale for approved labor grades. It shall be the City's policy that no employee shall be paid below the minimum and the maximum will not be exceeded, except for approved shift differentials, approved longevity pay, approved overtime pay, approved technical skill pay, approved educational bonus, approved clothing allowance, or approved car allowance.

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A PART HEREOF IN ITS ENTIRETY

This scale, as reflected on Exhibit "A", is an attempt to maintain an orderly, consistent and competitive pay policy. Actual adjustments in salaries within amounts fixed herein by Council will result from 1) any general increase to be specified subsequent to adoption of this Ordinance, and/or 2) any adjustment to the base pay for an individual's labor grade, and/or 3) progression to a level specified in an approved collective bargaining agreement between the City of Fort Wayne and a recognized representative organization.

SECTION 3. The following is a true and complete listing of all Civil City and City Utilities salaried non-bargaining unit positions by Department, Position Title, and Labor Grade. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City or Utilities negotiated by the Director of City Personnel and approved by Common Council.

LABOR GRADE	TITLE
CITY CLERK'S OFFICE	
12	Chief Deputy
10	Supervisor
9	Research Assistant
8	Executive Secretary/Bookkeeper
7	Violations Clerk
7	Receptionist/Clerk
UC (not to exceed $34,950)	Council Attorney
PARKS AND RECREATION	
19	Director
17	Superintendent
17	Associate Director A
16	Associate Director B
16	Manager A
15	Manager B
15	Assistant Superintendent
14	Manager C
13	Supervisor A
12	Manager D
12	Administrative Assistant

12	Supervisor B
11	Supervisor C
11	Assistant Supervisor
11	Golf Green Superintendent
5	Payroll Specialist
UC (not to exceed $13,073)	Golf Course Pro/Manager

METRO HUMAN RELATIONS COMMISSION

17	Executive Director
15	Deputy Director
15	Staff Attorney
12	Chief Investigator
7	Executive Secretary VII

MAYOR'S OFFICE

19	Staff Director
18	Director of Strategic Planning
14	Executive Assistant
11	Administrative Assistant
8	Executive Secretary VIII
7	Receptionist

Internal Audit

17	Director of Internal Audit
11	Staff Auditor

Public Information

14	Director, Public Information
12	Public Information Officer
4	Executive Secretary IV

Citizen's Advocate

14	Citizen's Advocate
11	Neighborhood Specialist
11	Veterans' Service Officer
8	Assistant Citizen's Advocate

Law Department

UC (not to exceed $35,711)	City Attorney (Corporation Counsel)
UC (not to exceed $25,492)	Associate City Attorney
18	Staff Attorney
9	Legal Research Secretary

Personnel

18	Director of Personnel/Labor Relations
16	Associate Director of Personnel/Labor Relations
14	EEO/AA Administrator
14	Labor Relations Administrator
12	Employment Specialist
10	Office Manager
10	Benefits Administrator
9	Administrative Assistant IX
7	Executive Secretary VII
5	Executive Secretary V

Drug Regional Advisory Council

13	Director, Regional Coordinating Office
9	Project Assistant
8	Executive Secretary VIII

(The positions in the Drug Regional Advisory Council are exempt from any and all local residency requirements and are automatically eliminated, and the incumbents have no right to continue employment with the City upon expiration of State Funding for these positions pursuant to Special Ordinance No. 89-09-21).

Bicentennial Celebration Council

15	Executive Director
8	Executive Secretary VIII

(The positions created in the Bicentennial Celebration Council are automatically eliminated and the incumbents therein shall have no right of continued employment with the City in any other position if inadequate private funding is received to support said positions).

FINANCE AND ADMINISTRATION

19	Director of Finance & Administration
18	Deputy Controller
15	Accounting Systems Manager
13	Accounting Supervisor
9	Executive Secretary IX

Risk Management

14	Risk Manager
11	Safety Claims/Investigator
9	Executive Secretary IX

Purchasing

16	Director of Purchasing
10	Assistant Purchasing Director

Payroll

13	Supervisor of Payroll Services
9	Payroll Administrators

Operations (C.U.)

18	Director
7	Executive Secretary VII

Right of Way/Abandoned Vehicle

13	Supervisor

Customer Relations (C.U.)

13	Supervisor

	Meter Reading (C.U.)	
13		Supervisor
	General Accounting (C.U.)	
13		Supervisor
	Office & Administrative Services (C.U.)	
13		Supervisor
7		Executive Clerical Secretary
5		Executive Clerical Assistant
	PUBLIC WORKS	
19		Director
12		Clerk to Board
12		Administrative Assistant
12		Solid Waste Manager
9		Executive Secretary IX
	City Engineer (C.U.)	
18		City Engineer
16		Supervisor of Technical Services/IMS
13		Project Coordinator/Leader
	Transportation Engineering	
18		Director
	Street Engineering	
16		Street Engineer
15		Assistant Street Engineer
	Traffic Engineering	
16		Traffic Engineer
15		Assistant Traffic Engineer
14		Signal Superintendent
13		Sign and Marking Supervisor
13		Signal Foreman

Street Department

18	Director of Transportation/Operations
13	Assistant Street Commissioner
10	General Foreman

Garage (C.U.)

12	Garage Supervisor
7	Executive Secretary VII

Street Light Engineering (C.U.)

16	Chief Lighting Engineer
14	Superintendent of St. Lighting Warehouse

Water Resources (C.U.)

18	Director of Water Resources - Engineering and Services
17	Chief Engineer
13	Project Leader

Water Engineering (C.U.)

16	Assistant Chief Water Engineer
15	Professional Engineer

Filtration Plant (C.U.)

17	Superintendent
16	Assistant Superintendent
15	Maintenance Supervisor
12	Senior Analytical Chemist
9	Administrative Assistant

Water Maintenance and Service (C.U.)

16	Superintendent
14	Supervisor
12	Assistant Supervisor of Service
12	General Foreman

	WPC Engineering (C.U.)	
16		Assistant Chief Engineer
15		Professional Engineer
	WPC Plant (C.U.)	
17		Superintendent
16		Manager of Operations
15		Supervisor of Industrial Waste & Control
15		Supervisor of Maintenance
13		Agronomist
13		Program Manager
13		Assistant Supervisor of Maintenance
	WPC Maintenance (C.U.)	
16		Superintendent
14		Assistant Superintendent
12		General Foreman
	Technical Services (C.U.)	
16		Supervisor
	COMMUNITY AND ECONOMIC DEVELOPMENT	
19		Director
18		Director of Planning
17		Fiscal Administrator
16		Senior Planner (Planner III)
14		Assistant to the Director
9		Office Manager
8		Executive Secretary VIII
	Economic Development	
18		Director of Economic Development
15		Sr. Economic Development Specialist
13		Economic Development Specialist

11		Asst. Business Development Specialist
10		Administrative Assistant X
7		Executive Secretary VII
6		Executive Secretary VI
	Redevelopment	
18		Director of Redevelopment
15		Senior Redevelopment Specialist
13		Redevelopment Specialist
	Neighborhood Code Enforcement	
17		NCE Administrator
14		Enforcement Manager
12		Case Systems Manager
	Housing and Neighborhood Development Services	
17		HANDS Administrator
14		Loan Processing Manager
14		Program Development Manager
	Contract Compliance	
17		Compliance Administrator
10		Compliance Officer
ANIMAL CONTROL		
15		Shelter Manager
12		Office Supervisor
11		Supervisor
COMMUNICATIONS		
17		Chief of Communications
15		Director of Operations
13		Supervisor of Dispatchers
13		Supervisor of Technicians
13		Assistant Director of Operations
12		Electronics Technician
9		Administrative Assistant

SECTION 4. Pursuant to State Statute economic conditions must be approved by the Common Council. Such economic conditions include, but are not limited to, base pay and monetary fringe benefits. These matters will be negotiated by and between the City and the appropriate bargaining unit for the year 1992. Upon conclusion of such negotiations the appropriate Ordinances shall be submitted to the Common Council for approval.

Employees covered by recognized bargaining unit representatives (Unions) will receive a salary established by the Collective Bargaining process as long as this pay does not exceed the table of maximum salaries authorized in Section 2, above.

SECTION 5. In addition to the compensation for positions listed herein the City shall contribute 3% of employees' salary to the Public Employees Retirement Fund (PERF).

SECTION 6. That, in addition to the compensation provided for herein: The Corporation Counsel shall receive not more than $9,500, for services performed in connection with the operations of the municipally owned utilities pursuant to I.C. 36-4-7-4 which additional compensation shall be paid from the revenues of the appropriate utility or function. The Corporation Counsel shall also receive an additional sum not to exceed $9,500 for services provided in connection with the City Self-Insurance Program involving matters not in litigation.

That, in addition, the following legal services are recognized as extraordinary services and shall entitle any part-time member of the Law Department performing such

services to additional compensation at the rate of $95.00 per hour, or such other appropriate compensation as determined by the Board of Public Works and Safety:

A.) Bond issues and related financial matters, including Bond issues related to the Economic Development Commission where the fees for said issues are paid by the Bond applicant.

B.) Annexation litigation following the filing of a remonstrance.

C.) Condemnation litigation following the filing of exceptions to the appraisers' report.

D.) All matters relating to defense of claims against the Fort Wayne Police Department following the filing of a complaint.

E.) All matters involving a challenge to the constitutionality of any act or omission by the City or one of its employees following the filing of a complaint in court.

F.) All matters relating to intervention in utility rate cases following the filing of a petition of a petition to intervene, or other appearances before the U.R.C.

G.) All matters relating to litigation where the amount in controversy exceeds $50,000, following the filing of a complaint in court.

H.) All matters relating to litigation where any recovery against the City or its employees would be paid from the City's Self-Insurance Fund.

I.) Matters relating to the Fort Wayne Redevelopment Commission covered by a separate contract.

Any and all payments to be made hereunder for extraordinary services, shall be subject to completion of appropriate claims required by the State Board of Accounts and shall be subject to the final approval by the City Controller.

Nothing in this agreement shall prevent the use of other attorneys or firms to perform extraordinary services, subject, however, to the provisions of I.C. 36-4-9-12.

SECTION 7. From and after the first day of January 1992, all appointed officers, employees, deputies, assistants, departmental and institutional heads of the Civil City and City Utilities will be paid according to this, the above and following provisions of this ordinance, subject to budgetary limitations, collective bargaining agreements, future changes or amendments enacted by Common Council.

SECTION 8. That all Departments subject to this Ordinance will conform to the Official City Personnel Policies and Procedures relating to hiring, pay, and other related practices, approved by the Mayor and administered by the City's Personnel Department.

SECTION 9. If any section, clause, sentence, paragraph or part or provisions of this Ordinance be found invalid or void by a Court of competent jurisdiction, it shall be conclusively presumed that this Ordinance would have passed by the Common Council without such invalid section, clauses, paragraph, part or provisions, and the remaining parts of the Ordinance will remain in effect.

SECTION 10. The Municipal Code of the City of Fort Wayne references, in codification form, salary ordinances previously adopted by the City Council for past years. Such salary ordinances have a duration of one year and thus, with the exception of the 1991 salary ordinance, have expired. However, to avoid confusion, it is hereby stated that commencing January 1, 1992, any conflict between the terms and conditions hereof and any previous ordinance shall be resolved in favor of this ordinance.

SECTION 11. Two copies of all attachments and Exhibits referred to in this Ordinance shall be kept on file with the City Clerk of Fort Wayne for the purpose of public inspection.

SECTION 12. This Ordinance shall be in full force and effect from and after its passage and approval by the Mayor.

Councilmember

APPROVED AS TO FORM
AND LEGALITY

J. Timothy McCaulay, City Attorney

EXHIBIT "A"

NEW SALARY RANGES - FOR 1992

LABOR GRADE	MINIMUM	MAXIMUM
1	$10,439	$14,611
2	11,745	16,437
3	13,049	18,264
4	14,355	20,093
5	15,658	21,918
6	16,964	23,743
7	18,268	25,570
8	19,573	27,396
9	20,843	29,223
10	22,183	31,049
11	23,487	32,876
12	24,793	35,249
13	26,099	36,530
14	27,402	38,352
15	28,708	40,179
16	31,662	44,314
17	35,222	49,311
18	39,094	54,716
19	43,436	60,795

Read the first time in full and on motion by Schmidt, seconded by Redd, and duly adopted, read the second time by title and referred to the Committee on Finance (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on _____, the _____, day of _____, 19____, at _____ o'clock ____.M.,E.S.T.

DATED: 9-10-91.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Gia Quinta, seconded by Redd, and duly adopted, placed on its passage. PASSED ~~LOST~~ by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	8			1
BRADBURY	✓			
BURNS	✓			
EDMONDS	✓			
GiaQUINTA	✓			
HENRY	✓			✓
LONG	✓			
REDD	✓			
SCHMIDT	✓			
TALARICO	✓			

DATED: 9-30-91

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as ~~(ANNEXATION)~~ ~~(APPROPRIATION)~~ ~~(GENERAL)~~ (SPECIAL) ~~(ZONING MAP)~~ ORDINANCE ~~RESOLUTION~~ NO. S-239-91 on the 30th day of September, 19 91.

ATTEST: Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

SEAL

Samuel J. Talarico
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 4th day of October, 19__ at the hour of 9:00 o'clock A.M.,E.S.T.

Sandra E. Kennedy
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 4th day of October, 19 91, at the hour of 2:25 o'clock P.M.,E.S.T.

PAUL HELMKE, MAYOR

Admn. Appr._____

DIGEST SHEET

TITLE OF ORDINANCE Salary Ordianance - 1992

DEPARTMENT REQUESTING ORDINANCE Personnel Department

SYNOPSIS OF ORDINANCE An Ordinance fixing the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1992.

(S-91-09-02)

EFFECT OF PASSAGE To add and modify positions designation.

EFFECT OF NON-PASSAGE Retention of current Salary Ordinance.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS)_____

ASSIGNED TO COMMITTEE (PRESIDENT)_____

BILL NO. S-91-09-02

REPORT OF THE COMMITTEE ON FINANCE

MARK E. GiaQUINTA, CHAIRMAN
DONALD J. SCHMIDT, VICE CHAIRMAN
BRADBURY, REDD, BURNS

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS REFERRED AN (ORDINANCE) ~~(RESOLUTION)~~ fixing the salaries of each and every appointed officer, employee, deputy assistant departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1992

HAVE HAD SAID (ORDINANCE) ~~(RESOLUTION)~~ UNDER CONSIDERATION AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID ~~(ORDINANCE)~~ ~~(RESOLUTION)~~

DO PASS	DO NOT PASS	ABSTAIN	NO REC

DATED: 9-30-91

Sandra E. Kennedy
City Clerk